



For over 50 years, our company has excelled in the field of precision mechanical machining for the aerospace industry.

Our mission is to meet the stringent requirements of our clients while integrating environmentally friendly practices, ensuring the sustainability of our company and the well-being of our employees.

To successfully meet these challenges, **MECADAQ** is committed to strong values centered around three fundamental pillars:

I. QUALITY COMMITMENT

a. Customer Satisfaction

- We are committed to providing products and services that meet our clients' stringent requirements, particularly in terms of quality, safety, and reliability.
- We ensure compliance with the highest standards in our industry, guaranteeing traceability, precision, and conformity of our products.
- Each project is handled with responsiveness and agility to meet the specific expectations of our partners.

b. Agility, Innovation, and Continuous Improvement

- We incorporate a continuous improvement approach aimed at optimizing our production processes, organizational methods, and technologies.
- We invest in the ongoing training of our teams to strengthen our expertise and anticipate technological advancements in the sector.
- In response to growing technological and industrial challenges, we cultivate our capacity for adaptation and innovation. We regularly invest in state-of-the-art equipment and advanced manufacturing technologies to remain at the forefront of the industry and anticipate future needs.

c. Sustainability and Development

- The sustainability and growth of our company are top priorities. We strive to ensure our growth by adapting to market changes while remaining true to our values and expertise. Profitability and financial stability are managed with a long-term perspective.
- Our goal is to maintain sustainable growth by investing in our industrial capabilities and diversifying our product offerings to meet the evolving demands of the aerospace market.
- We establish long-term partnerships with our clients, suppliers, and stakeholders based on trust and transparency.

II. ENVIRONMENTAL COMMITMENT

a. Compliance and Respect for Environmental Standards

- Our company ensures that its activities comply with all applicable environmental legislation. We also participate in voluntary initiatives to exceed minimum requirements, anticipating future environmental standards in our industry.

b. Reducing Our Environmental Footprint and Responsible Resource Management

- Aware of climate challenges, we are committed to reducing our environmental impact, particularly by lowering our CO2 emissions, energy consumption, and waste production through appropriate practices and investments.
- We optimize the use of raw materials, particularly metals, by minimizing waste and promoting the recycling of scraps and by-products.
- We prioritize responsible sourcing, favoring materials and suppliers that adhere to environmental standards.

c. Employee Awareness

- The involvement of our employees in our environmental initiatives is essential. We train and raise awareness among our teams about environmental issues so they can actively contribute to reducing the company's ecological footprint. Their well-being at work, in an environmentally respectful setting, is at the heart of our concerns.

III. SOCIAL COMMITMENT

a. Employee Well-being and Development

- We are committed to providing our employees with a safe, healthy, and fulfilling work environment. This includes modern equipment, suitable facilities, and constant attention to health and safety at work.
- The personal and professional development of our employees is a priority. We encourage social dialogue, team spirit, and provide opportunities for professional growth and the acquisition of new skills through regular training, advancement opportunities within the company, and an inclusive work environment.

b. Work-Life Balance

- Aware of the importance of a good work-life balance, we implement policies that allow our employees to thrive while contributing to the company's success.

c. Social Responsibility

- We are committed to promoting a responsible corporate culture by integrating practices that respect human rights and supporting the skill development of our employees.
- We actively contribute to revitalizing our local community by collaborating with local stakeholders and supporting initiatives for employment, sustainable development, and community engagement.

In line with our commitment to a responsible and sustainable industry, our CSR policy incorporates the Sustainable Development Goals (SDGs) defined by the United Nations. We are focusing our efforts on the following SDGs:

			
<p>Continuous improvement initiatives, innovation and investment in advanced technologies strengthen the company's capacity for innovation and competitiveness</p>	<p>Continuous training, responsiveness, agility and investment in sustainable development guarantee the company's sustainability and economic growth</p>	<p>The reduction of CO2 emissions and energy consumption, and the minimization of the environmental footprint correspond to the private sector's actions to combat climate change.</p>	<p>Optimizing resources, reducing waste and recycling scrap encourage more responsible resource management and more sustainable production</p>

By promoting environmentally-friendly industrial practices and innovations aimed at reducing our ecological footprint.

The satisfaction of our clients, the protection of the environment, and the flourishing of our employees are the driving forces behind our success and sustainability.

We firmly believe that the commitment of our employees, combined with a responsible and innovative approach, is key to continuing to thrive in such a demanding sector, while contributing to a more sustainable future for all.

Tarnos, October 14, 2024

<p>L. MAUDUIT CHANTELOUP PLANT MANAGER</p>	<p>HP. PINGAUD MARIGNIER PLANT MANAGER</p>	<p>G. GARRIGUES TARNOS PLANT MANAGER</p>	<p>S. BRASSEUR PESSAC PLANT MANAGER</p>	<p>L. BLANC CHIEF OPERATING OFFICER</p>	<p>J. DUBECQ PRESIDENT</p>
					